



BE A WINGMAN



Purpose

To bolster the confidence of your people while fostering good relationships. By acting as their Wingman in their job setting, you will also find out more how people under your command contribute to your organization.

Description

The term Wingman stems from a time honored tradition within our Air Force. It's a promise, a pledge, and a commitment between Airmen. Strong leaders can cultivate and instill a Wingman culture in part by shining a light on the people who come together under their command to make the organization a success. To do this, leaders should engineer opportunities to act as a Wingman within their own organization. It will increase the probability of a stronger sense of commitment, loyalty, and trust.

Employ

- Offer yourself up as a Wingman (as a trainee)
 - Have a technician (as a trainer) share their expertise with you on a specific aspect of their job. Choose something you may have little or no knowledge of (e.g., have them train you to rebuild a pilot's helmet).
 - Conduct yourself with humility
 - Real humility is a sign of strength, authentic confidence, and courage. It is the mark of a true leader who must think of their own abilities and actions as no greater, and no lesser, than they really are.
 - Emphasize praise
 - Reinforce the good work people do.
 - People will capitalize on the praise they are given and go out of their way to do the right thing, the right way, for the right reason.
 - It is critical to point out their expertise and emphasize to them how important their contribution is to the organization.
 - Be a good listener
 - Encourage them to talk about themselves. Foster a good working relationship to yield greater influence and instill a sense of commitment, loyalty, and trust.
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